

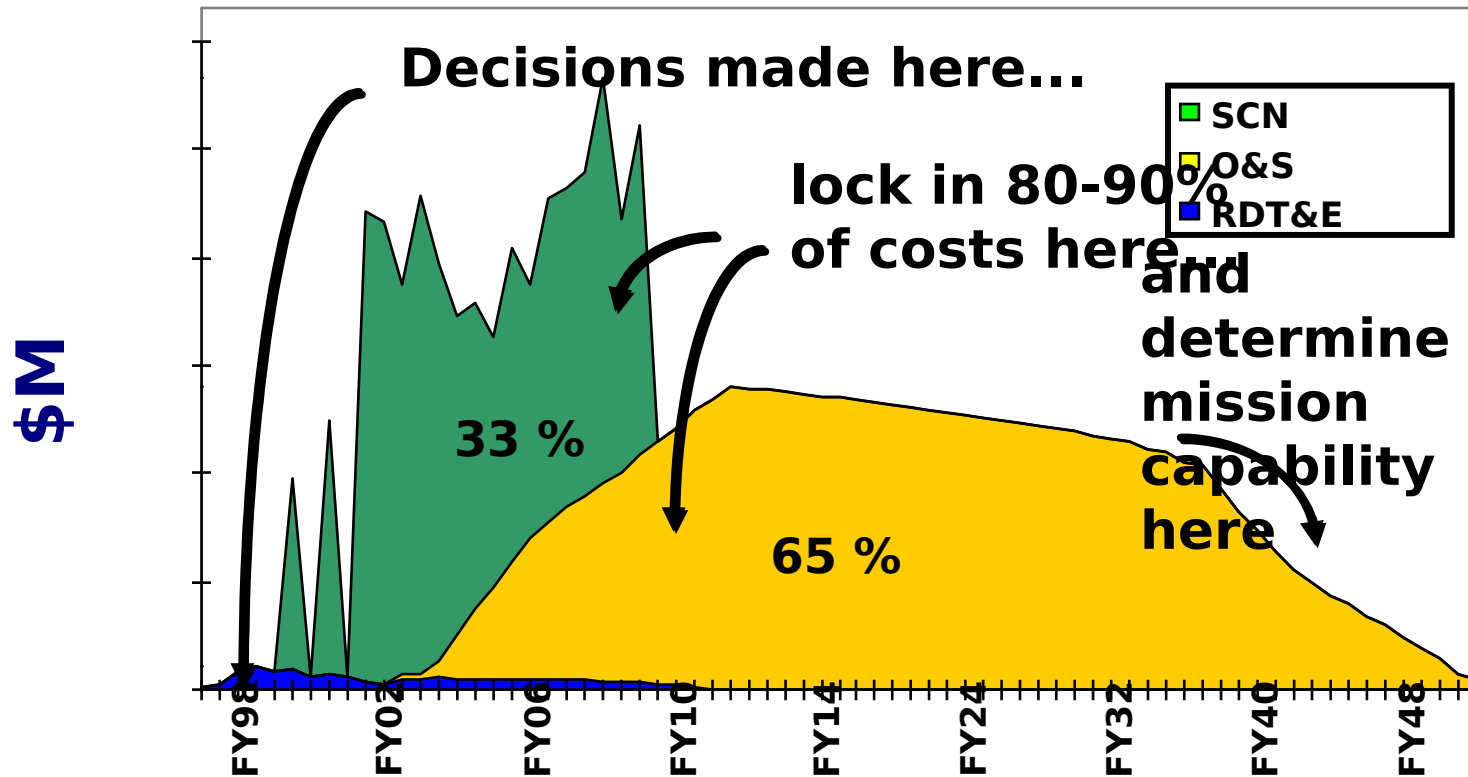


Achieving Sailor-Centric System Design Through Transformational Acquisition Reform Initiatives

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MPT in Acquisition



***Early decisions drive TOC -
Design decisions drive MPT costs***



The Manpower Issues within Systems Acquisition

- Not receiving sufficient priority in acquisition
- Manpower implications not fully identified, addressed or resourced
- Acceptance of recommendations is at discretion of Resource Sponsors (RS) and Project Managers (PM)
- N1 does not have mandated authority to require manpower to be addressed early in the process
- No compelling requirement or enforcement mechanism exists,



A Manpower KPP

- Essential for mission success
- Failure to meet a KPP has serious ramifications
- Highly visible, both internally and externally
- Compels human-centered design
- Lays foundation for broader Navy HSI goals

A Manpower KPP in SECNAVINST



Human Systems Integration Adding the Human to the Equation

$$P_s \text{ (Mission Success)} = \mu(P_1, P_2, \dots, P_{F-1}, P_F)$$

WHERE:

P1 = Probability of detection

P2 = Probability of track detection

P3 = Probability of weapon assignment

etc., etc.

***WHERE IS ALLOWANCE FOR HUMAN
PERFORMANCE THAT IS SHORT OF PERFECT???***

$$P_s \text{ (Mission Success)} = \mu(P_1(H_1), P_2(H_1), \dots, P_{F-1}(H_{F-1}), P_F(H_F)) =$$



Research & Analyses

- Manpower Estimating Tools
- Manpower Availability
- Cross-Training and Dual Certification
- Procedural and Operational Management
- Manpower Reducing Technologies